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PERSONNEL  
15 October 1954

THE CAREER STAFF  
OF THE  
CENTRAL INTELLIGENCE AGENCY  
APPLICATION FOR MEMBERSHIP

1. There is evidence of some concern as to the propriety of an employee applying for membership in the Career Staff when he or she is aware that present or future personal circumstances and family responsibilities may limit his or her freedom to serve in certain assignments within the Agency.

2. This concern has come about through misinterpretations of the phrase concerning an individual's obligation under the agreement "to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency," as well as the phrase "in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances" which appear in the Application for Membership in the Career Staff of the Central Intelligence Agency.

3. Every effort must be made to correct such misinterpretations immediately in order to preserve the intended spirit of career service in the Agency and to avoid serious damage to employee morale.

4. On 7 October 1954, the CIA Career Council considered this problem and reaffirmed that the whole relationship between an individual member of the Career Staff and the Agency is one of good faith on the part of each--a determination on the part of the individual to serve faithfully and understand the Agency's needs and a determination on the part of the Agency to act objectively and humanely in furthering the careers of its members. This policy requires thoughtful consideration by the Agency of an individual's family circumstances and health in determining assignments.

5. As I stated in the Career Service Conference on 3 August 1954, all employees who personally desire and intend to make a career with CIA can make application for membership in the Career Staff in good conscience. They may do so even though personal circumstances or family responsibilities might limit their freedom to serve in some assignments.

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6. It is particularly important that this information be conveyed promptly to all employees and particularly to married women who may be hesitant to apply for membership in the Career Staff because of their inherent obligations to their husbands and families.

ALLEN W. DULLES  
Director of Central Intelligence

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